

46. AN AMENDMENT TO BE OFFERED BY REPRESENTATIVE
Altire OF Pennsylvania, OR HIS
DESIGNEE, DEBATABLE FOR 10 MINUTES:

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**AMENDMENT TO H.R. 1585, AS REPORTED
OFFERED BY MR. ALTMIRE OF PENNSYLVANIA
AND MR. UDALL OF NEW MEXICO**

At the end of subtitle G of title VI insert the following:

1 SEC. 674. LEAVE FOR MILITARY FAMILIES.

2 (a) ENTITLEMENT TO LEAVE.—Section 102(a)(1) of
3 the Family and Medical Leave Act of 1993 (29 U.S.C.
4 2612(a)(1)) is amended by adding at the end the following
5 new subparagraph:

6 “(E) Because of any qualifying exigency
7 (as the Secretary shall, by regulation, deter-
8 mine) arising out of the fact that the spouse, or
9 a son, daughter, or parent of the employee is on
10 active duty (or has been notified of an impend-
11 ing call or order to active duty) in the Armed
12 Forces in support of a contingency operation.”.

13 (b) INTERMITTENT OR REDUCED LEAVE SCHED-
14 ULE.—Section 102(b)(1) of such Act (29 U.S.C.
15 2612(b)(1)) is amended by inserting after the second sen-
16 tence the following new sentence: “Subject to subsection
17 (e)(3) and section 103(f), leave under subsection (a)(1)(E)

1 may be taken intermittently or on a reduced leave sched-
2 ule.”.

3 (c) SUBSTITUTION OF PAID LEAVE.—Section
4 102(d)(2)(A) of such Act (29 U.S.C. 2612(d)(2)(A)) is
5 amended by striking “or (C)” and inserting “(C), or (E)”.

6 (d) NOTICE.—Section 102(e) of such Act (29 U.S.C.
7 2612(e)) is amended by adding at the end the following
8 new paragraph:

9 “(3) NOTICE FOR LEAVE DUE TO ACTIVE DUTY
10 OF FAMILY MEMBER.—In any case in which the ne-
11 cessity for leave under subsection (a)(1)(E) is fore-
12 seeable based on notification of an impending call or
13 order to active duty in support of a contingency op-
14 eration, the employee shall provide such notice to the
15 employer as is reasonable and practicable.”.

16 (e) CERTIFICATION.—Section 103 of such Act (29
17 U.S.C. 2613) is amended by adding at the end the fol-
18 lowing new subsection:

19 “(f) CERTIFICATION FOR LEAVE DUE TO ACTIVE
20 DUTY OF FAMILY MEMBER.—An employer may require
21 that a request for leave under section 102(a)(1)(E) be
22 supported by a certification issued at such time and in
23 such manner as the Secretary may by regulation prescribe.
24 If the Secretary issues a regulation requiring such certifi-

1 cation, the employee shall provide, in a timely manner, a
2 copy of such certification to the employer.”.

3 (f) DEFINITION.—Section 101 of such Act (29
4 U.S.C. 2611) is amended by adding at the end the fol-
5 lowing new paragraph:

6 “(14) CONTINGENCY OPERATION.—The term
7 ‘contingency operation’ has the same meaning given
8 such term in section 101(a)(13) of title 10, United
9 States Code.”.

In the table of contents in section 2(b), after the
item relating to section 673 insert the following new
item:

Sec. 674. Leave for military families.